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# Intermountain Reporter

United States Department of Agriculture

• Forest Service

• Intermountain Region

• Ogden, Utah

• JUNE-JULY 1990

## EARTH DAY

# AMERICA TO BE BEAUTIFULLY ADORNED IN GREEN

A few hundred blue spruce found their way into local yards through the Forest Service seedling giveaway at a tree planting ceremony that was an early April kickoff of the "America the Beautiful" campaign and the celebration of the 20th anniversary of Earth Day in Ogden. A pamphlet went with the seedlings giving the "how to's" for seedling survival.

Acting Assistant Secretary of Agriculture Patricia Kearney joined Ogden Mayor Scott Sneddon, Regional Forester Stan Tixier, and Intermountain Research Station Director Laurence Lassen in symbolically tossing a few shovels full of dirt in the hole around a tulip poplar that was a gift from the Forest Service. The tree was planted in Ogden's Municipal Gardens across the street from the Federal Building on April 3 and was the first of several Earth Day activities.



Acting Assistant Secretary of Agriculture Patricia Kearney, Ogden Mayor Scott Sneddon, Regional Forester Stan Tixier and INT Station Director Laurence Lassen complete the planting of a tulip poplar in the Ogden Municipal Gardens.

***"We hope to reach into some 40,000 towns and cities with this massive tree planting effort."***

# EARTH DAY



*The Earth Day banner flies above the Forest Service crowd participating in this Earth Day/America the Beautiful activity.*



*Ogden Mayor Scott Sneddon holds the document proclaiming April as Earth Month in Ogden. Lynda Robison, Regional Public Involvement and Education Officer, and Dick Pine, coordinator for Regional Office Earth Day activities, look on with approval.*



*Deputy Regional Forester Bob Joslin (in the forefront) listens to the comments of Acting Assistant Secretary of Agriculture Patricia Kearney.*

The nineties are the "Decade of the Environment," Patricia Kearney told the crowd at the tree planting ceremony. President Bush's \$175 million "America the Beautiful" initiative includes planting an extra billion trees annually. The campaign seeks to benefit the environment, bring diverse environmental groups together, and teach the public about conservation.

"We hope to reach into some 40,000 towns and cities with this massive tree planting effort," said Ms. Kearney. Currently, for every four trees that are diseased or cut down, only one is replaced. About 3.2 billion trees are planted yearly in the United States but the Bush initiative would see nearly a third more trees planted yearly—a boon to beauty and to combating global warming.

Mayor Sneddon announced that the Ogden City Council had proclaimed April as "Earth Month." He noted that 100 million people worldwide would be celebrating Earth Day on April 22.

That 100 million, added Intermountain Research Station Director Laurence Lassen, is five-fold the number that participated in the original Earth Day in 1970. Dr. Lassen said that environmental concerns have brought the Forest Service into the forefront in research on global climate change, threatened and endangered species, water and air quality, and forests and rangelands.

Regional Forester Stan Tixer called the Forest Service a "vital force in environmental conscience." To celebrate Earth Day, Mr. Tixer said some 10,000 blue spruce seedlings would be given out in the Ogden area in April at shopping centers, nature centers, city parks, and schools.

In an earlier meeting with Region and Station managers, Ms. Kearney noted that environmental issues "have not only moved to the front burner, they have moved to the front page."

"The Forest Service needs to move quickly so that information on the environment is correct," she said. "There is a lot of misrepresentation

## EARTH DAY

out there. It is a challenge to get people to understand the multiple-use concept. We need to do all we can to paint the whole picture for the public."

Although 76 percent of Americans consider themselves environmentalists, "there is a lot of variation within that movement," Ms. Kearney said.

"The Bush Administration is very concerned with stewardship," she added. "A proposed Stewardship Act would bring management and education together to aid the public's understanding of how we manage the land."

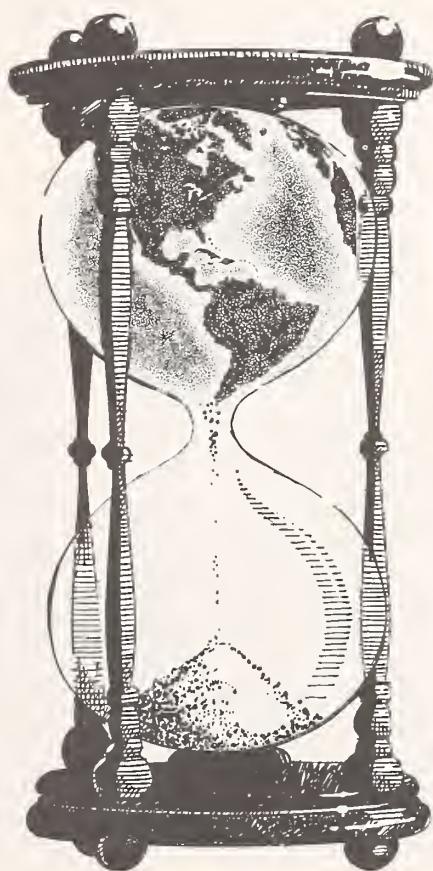
In the meantime, the "America the Beautiful" program, Ms. Kearney says, "is one way to begin to care, to begin to develop a conservation effort in this country."

Louise Kingsbury  
Intermountain Research Station



*Some of the bounty of the earth is enjoyed by the spectators.*

# *It's Not Too Late!*



# EARTH DAY

## EARTH DAY AROUND THE REGION



### Regional Office

The celebration of Earth Day in Ogden took on proportions that nobody envisioned during the early planning stages. The 20th anniversary of Earth Day became a campaign rather than a one-day celebration.

On April 3, before most people had started thinking "Earth Day," the Forest Service in Ogden kicked off a month-long celebration with a tree planting

ceremony (see the lead story).

A Forest Service speakers bureau was set up which serviced 39 schools and civic organizations during the month of April. Speakers were drawn from the Regional Office, Intermountain Research Station and Ogden Ranger District.

The Forest Service in partnership with

Ogden City, Utah State Parks, and the Ogden Nature Center planted 1,400 blue spruce seedlings using volunteer labor.

And then we hit the shopping malls. On Saturday, April 21, there were 21 exhibits and booths in the Newgate Mall, 14 of them were ours. In cooperation with the Utah Department of Natural Resources, the Forest Service gave away over 6,800 tree seedlings to be planted on Earth Day. The "National Forests of Utah" display and the new "How to Plant a Tree" exhibit were moved to the Ogden City Mall on Sunday and, from Weinstocks, an additional 900 trees were given away.

*Volunteers help the Forest Service, Ogden City, Utah State Parks and the Ogden Nature Center plant 1,400 blue spruce seedlings on the Wasatch-Cache National Forest.*



*Laura Ferguson, Director of State and Private Forestry, listens intently to a customer at the Newgate Mall during this Earth Day activity.*



# EARTH DAY

## Kamas Ranger District — Wasatch-Cache National Forest

The Kamas Ranger District of the Wasatch-Cache National Forest celebrated Earth Day with its south Summit County neighbors. Well-known Forest Service personalities (Smokey Bear and Woodsy Owl) joined the Mayor of Kamas and over 350 locals and a few

Kids, especially, were drawn to Barbara Walker and her "No Trace" camping exhibit and demonstration which included a serving of fresh hot chocolate. A 15-foot teepee was set up for Jeff Payne to demonstrate some survival skills used during the days that Jim Bridger stalked the area. Jeff

made to the top three winners in each category, as well as awards for the most original, the most humorous, most scientific, best followed the theme, and neatness. Local merchants planned to display the winning entries in store windows.

A 5-foot blue spruce was presented to the Mayor of Kamas. The plaque that accompanied the tree said it was a gift from the Forest Service and Matt Jackson, the first place poster winner.

Visitors and Forest Service employees had a great time with lots of opportunity for discussion. It was an event that should become a tradition.



Kamas Mayor Vernille Prince shakes hands with Smokey as Rick Patton, Kamas District Ranger, looks on.

from outside the county in showing appreciation for our earth and all it has to offer. The helium balloons, cookies and punch added to the party atmosphere but the many activities were designed to be a reminder that occupants have a responsibility to care for this planet we call home.

Had you been there, these are some of the Earth Day activities you would have enjoyed:

Boy Scouts from Oakley were there to conduct the flag-raising ceremony but, when that was done, some of them assembled around Forester Dave Swank for help in earning their forestry merit badge.

The National Wildlife Federation's continuous slide/tape programs covered forest, water quality, wildlife resources and the Yellowstone Fires.

represented the Wasatch Mountain Men.

A local mill provided a beautiful 18-wheeled flatbed with a display of timber-to-wood products. It was a good demonstration of values that come from wise use of the earth's resources. Gordon Rees from Sandy, Utah, was prepared to demonstrate the art of horsepacking but the kids used their special wiles to redirect the planned activity.

The District sponsored an Earth Day poster and essay contest for students in kindergarten through sixth grade. This proved to be a very productive learning experience. The two retired schoolteachers that judged the 400 entries found it difficult to choose winners as the posters were creative and artistic and much thought had gone into the essays. Earth Day awards were

*First Place Essay in the Earth Day Contest Sponsored by the Kamas Ranger District:*

### **Earth Day - U.S.A.**

*When you look around outside and you see litter, how does it make you feel? It makes me feel unhappy. Because it makes our roads and our fields and mountains look ugly. When you are up hiking and you see broken bottles and aluminum cans laying around, it spoils the natural beauty. I've been taught by my parents and grandparents not to litter and to always leave a place cleaner than it was when we got there. When my children grow up I don't want them to miss the beauty that is around us because its covered by litter. Litter is not just paper, bottles and cans. It is also soap put into streams and lakes that could harm the fish and plant life. So please next time you are outside, whether you're in the mountains, cities or in your own back yard please remember not to litter.*

*By: Shay Francis*

# EARTH DAY

## Moab Ranger District — Manti-La Sal National Forest

**M**anual labor preceded the April 21 activities as display booths were constructed at the Moab City Park by the Forest Service, National Park Service, Bureau of Land Management and Sierra Club. The Southern Utah Wilderness Alliance, Utah Wilderness Association, Nature Conservancy, and the Wilderness Society also made information available to the public.

"Plant a Tree" was the theme of the Forest Service booth which displayed a cross-section of a ponderosa pine provided by a local timber operator. The 379-year-old tree showed vivid growth rings, beetle trails and fire damage. Over 1,200 spruce and pine seedlings were distributed with planting instructions to interested visitors. Forest literature, recycling ideas and general information were also available for the public.

Smokey rode into the park on a bicycle, along with the Mayor of Castle Valley, Forest Supervisor George Morris and other cyclists participating in earth awareness activities. Woodsy led those who wanted to keep their feet on the ground. Children flocked around Smokey and Woodsy, watching, touching and hugging their furry and "feathered" friends. Fortunately, Smokey stayed away from the bear traps in the Division of Wildlife Resources' booth.

Many activities went on that afternoon including a mini drama, varied musical entertainment, poster and essay contest awards, and games for the entire family. The audience really seemed to enjoy the ceremonial dances by the White Mesa Ute Indians, who performed at the request of the Manti-La Sal National Forest. Smokey joined the Ute dancers in their native "Bear Dance."

Paper, glass, plastic and aluminum were collected throughout the day. The Moab Ranger District donated time and a trailer to transport a large collection of paper to Grand

Junction, Colorado, for recycling.

In addition, the Moab Ranger District completed its spring "Adopt a Road" litter drive as employees donated a Saturday morning to help

clean up one mile of road west of Moab.

Manti-La Sal National Forest employees continue to strive to make every day an Earth Day.



*Smokey escorts local cyclists to the Earth Day activities in Moab City Park.*

*(Right to left) District Ranger Jerald Shaw, Forest Supervisor George Morris and Support Services Specialist Linda McKinney serve their customers.*



# **EARTH DAY**

## **Bridgeport Ranger District — Toiyabe National Forest**



*Close to 900 trees were planted in campgrounds and various locations around town by employees of the Bridgeport Ranger District and students and teachers of the Bridgeport Elementary School in honor of the 20th anniversary of Earth Day.*

## **Editorial Policy—** *Intermountain Reporter*

The following editorial policy reflects the Regional Forester's desire to produce a quality Regional newsletter that enhances internal communications and helps make the Intermountain Region a good place to work.

1. Articles in the Intermountain Reporter will feature people.
  2. Each issue will attempt to contain something about each National Forest within the Region.
  3. The Regional Forester's message will express his current feelings regarding situations within the Region.
  4. The content of the Reporter will be consistent

with Forest Service policy.

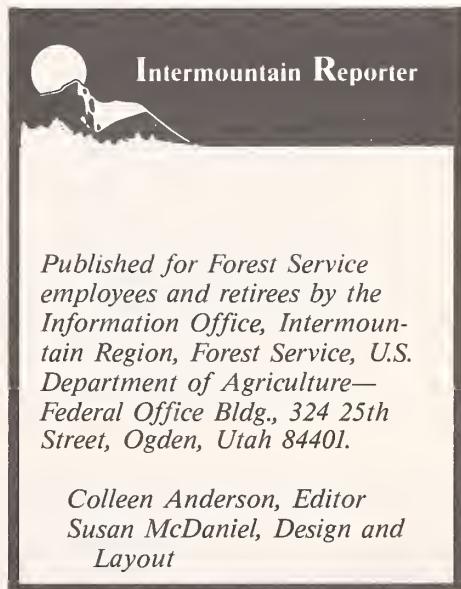
5. All submissions must be delivered to the Editor by the 10th of the month prior to the desired publication date.
  6. Articles should be sent to the Editor on DG (Editor:R04A). Photos to accompany text may be sent to the Editor separately.
  7. Articles should not exceed 800 words in length.
  8. Photos should be black and white.
  9. All articles are subject to editing.
  10. Not all articles that are submitted will be printed.
  11. The Editor has final say over content.

# Trivia Questions

1. What is the longest free-flowing stream in the continental United States?
  2. Where is the second-deepest gorge in North America?
  3. Where in the Intermountain Region is one of the nation's best inland beaches?

3. Another Gem State attraction, Redfish Lake, won recognition in Outside Magazine's June 1990 issue for being among the nation's best inland beaches.

# ANSWERS TO TRIVIA QUESTIONS



## Regional Forester's Message

The Deputies and I were really pleased with the enthusiasm and positive attitudes we found during mid-year reviews on all the National Forests in our Region. And, I'm especially pleased that we had the chance to discuss my favorite topic—Total Quality Management—with employees all across the Region.

As part of our commitment to TQM, we held family meetings with employees at each unit we visited to describe how TQM evolved in Region 4. We answered questions about what TQM is and

what we expect it to do for us. People are really interested. Most are anticipating what's coming, some have already had training and many are reading and studying in advance. Our enthusiastic TQM facilitators are moving out on the Forest and in the Regional Office to raise the awareness and spread the excitement.

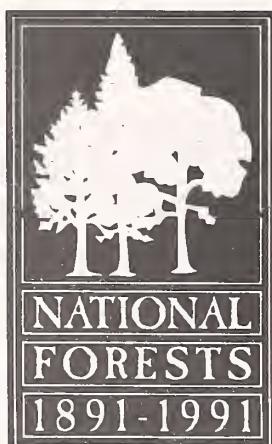
The TQM facilitators have proposed Managing Total Quality training for our entire workforce by the end of this calendar year. They also have tailored the original materials developed by 3M Corporation to help you determine your own customers and devise a personal quality plan to serve them.

You can do a lot to get ready for and follow up on that training. You can read books like, "At America's Service," by Karl Albrecht; "Thriv-

ing on Chaos," by Tom Peters; or, "American Spirit," by Lawrence M. Miller. Your facilitators have some videotapes and audiotapes you can check out. And—when your training is over, don't set the workbook on the shelf. Review it again; reread sections; devour it. I have been through the Managing Total Quality Workshop twice. Frankly, the first time didn't "take" nearly as well as the second. That's where rereading the material helps. Our commitment to quality calls for continuous improvement and continuous learning. It's exciting! Stay tuned. . . .

J. S. TIXIER  
Regional Forester

## On Our Way



**to 100**

(In 1991, Americans will celebrate the 100th anniversary of the National Forest System and 100 years of natural resource stewardship in caring for the land and serving people. This is the first of a series of articles related to the 1991 Centennial.)

Ninety-nine years ago, on March 3, 1891, Congress empowered the president to set aside forest reserves out of public lands. The following tells one historical event that led to this legislation.

The book, "Man and Nature," which was published in 1864 by George Perkins Marsh, can be called the first environmental history and a source of the conservation movement. Marsh drew on the past to illustrate how human actions had harmed the earth and led to the demise of earlier civilizations. Marsh wanted not only to warn his contemporaries against this fate but also to inspire measures to prevent it. One prevention measure that Marsh advocated was forest protection.

George Marsh's concern for nature first arose from his childhood play in the forests near Woodstock, Vermont, where he was born in 1801. He was a bookish youth who was plagued with eye problems that forced him to give up reading periodically throughout his

life; nature thus became an alternative teacher. Born to a well-to-do family, he was educated at Harvard and Dartmouth and spent his life in public service. His positions included Congressman for Vermont in the U.S. House of Representatives, Minister to Turkey, and Fish Commissioner of Vermont.

Although a scholar, Marsh relied on common sense observations. He watched the rapid harvesting of Vermont forests and concluded that this practice was causing the decline in fish populations. That incident led to his study of the relationship of soil, water, and plant cover that he later wrote about in, "Man and Nature."

Within two decades of the book's publication, several scientific activists advocated forest reserves in the United States to conserve timber and reduce floods. Among these influential lobbyists of Congress was Bernhard Fernow, the drafter of the Forest Reserve Act of 1891.

# LEADERSHIP TEAM MEETING

## Listening to the Customer: The Land

In 1948, Luna Leopold began compiling and editing his father's\* notes, which were printed a year later as "A Sand County Almanac." Long heralded as a classic and a cornerstone of the ecology movement, the insights on "land ethics" and ecology found in the book are as true today as when written.

Luna Leopold addressed the May meeting of the Intermountain Region's Leadership Team. Shortly after, he said that address was meant to "ruffle a few feathers." And it did, I suspect, if the number of Leadership Team members who did not applaud is an indicator. But those who did applaud, did so with vigor.

Leopold is a retired professor from University of California Berkeley and a long-standing observer of the Forest Service. While making it clear that he was "speaking as a friend," he also made it clear that he was not in favor of certain practices that forest managers had allowed themselves to be drawn into. "You are not tree farmers," he said, "but that is what you've allowed yourselves to become. You have lost the idea of being a forest manager." He puzzled over the widespread use of clearcutting and the reluctance to embrace selective logging. One might argue that the Forest Service chooses not to log selectively because it is not profitable, but Leopold pointed out that the Forest Service's timber sales often don't make money—no matter what type of timber management is chosen.

Leopold suggested that American people generally feel hostile when they are asked to pay user fees for activities on their land, a feeling he shares. But, he pledges his support for user fees—would even be willing to champion them—if the revenues could be used locally for projects that had the support of user groups.

His examples illustrated what he

perceives to be a general failure of agency officials to develop projects and programs in the public interest. But, Leopold was quick to point out that there are local bright spots. For example, he singled out the recent shift in the emphasis of the Bridger-Teton Forest's timber program. The shift moved away from an active war on the lodgepole pine bark beetle with a coincident harvest of about 33 million board feet per year toward a program with an expected annual harvest of about 12 million board feet, contingent on meeting land management objectives aimed toward a desired future condition for defined watersheds on the Forest.

Better projects and more thoughtful programs generally will not be developed, Leopold noted, until the agency gets feedback on those projects and programs. But data is lacking, and will continue to be, until the agency makes it clear that "monitoring" is more than a paper commitment. The Forest Service is simply not collecting data on the impacts of roads and timber harvest activities on stream quality, bank erosion, and stream channel maintenance.

Leopold wondered how useful a Research arm is when it acts as though it doesn't work for the Forest Service. He wondered why research professionals are involved in research that is "not answering questions that resource professionals are asking." It's as if the National Forest Systems arm doesn't know what information to ask for, and the Research arm is busy getting it—much like the response Alice got from the Cheshire Cat when she was wondering which road to take but didn't know where she was going.

"The resource professional looks askance at the Forest Service attitude" on some resource management activities, said Leopold, citing as examples oil and gas development in places like Jackson Hole, Wyoming; small-hydro power developments that dewater riparian ecosystems; and roading where the immediate purpose of the road is to extract areas from the base of roadless area lands.

Leopold cut his prescriptive advice from the same cloth that his father had used 40 years earlier. He said that we need to adopt a new and completely different "ethos"—one based on ecology and a love for the land. Each of us would be well advised to dust off our copies of his father's, "A Sand County Almanac," and pay particular attention to the three chapters titled: "The Land Ethic", "Wilderness", and "A Conservation Esthetic."

Leopold concluded his remarks on a somber note. After acknowledging that there are many forces that drive forest managers to do things that violate their sensibility, he punctuated his conclusion: "The Forest Service has taken on the job of overseeing the destruction and disintegration of the forest empire of the American public."

"Is there hope in 'New Perspectives in Forest Management' and other movements afoot in the Forest Service?" was one question asked following Leopold's remarks. He said that he didn't know enough about the topic to speculate whether the ideas might help the agency with its current dilemma.

One thing seems clear. If we are to continue to use Gifford Pinchot's famous line "the greatest good, for the greatest number, in the long run," we should start thinking about three related questions: What "good" is to be made the greatest? Who will be the recipients of that good in the "greatest number"? How long is "the long run"?

In our race to maximize the productive capability of our resources, we seem to have misplaced our love for the land and lost sight of the fact that we really don't own the land. We borrow the land from our grandchildren, and they in turn will borrow it from their grandchildren.

Dave Iverson  
Regional Economist

\*Aldo Leopold, an early Forest Service employee and co-founder of The Wilderness Society.

**"The Forest Service has taken on the job of overseeing the destruction and disintegration of the forest empire of the American public."**

# LEADERSHIP TEAM MEETING

## Region 4 Leadership Team Hears from “Customers”

**L**istening to the Customer” was the theme of the May Region 4 Leadership Team Meeting in Ogden. Managers took a day to hear the “expectations” of employees, spouses, business people and others. Those attending the Region’s New Professionals Orientation also came to listen. Here are some highlights of what was said:

### INTERNAL CUSTOMERS

#### SEASONALS

Seona Brown said seasonal employees would like help from the Personnel staffs. Most seasonals lack information on how to start their careers, don’t know whether they have a job, and receive no benefits or training. They often are told to take a clerical job as a way to get hired by the Forest

Service but that often leads to a dead end. Managers should be “straightforward about hiring, funding and unemployment,” she said. If there’s only money to fund the seasonal for two months, say so. “Don’t dangle a carrot if it’s not there.” Mentors can, “help you through the hard

spots.” Seona got a permanent wildlife biologist job on the Fishlake National Forest because someone let her know about an opportunity. Her advice is to share information so everyone knows the rules to play the game. Keep an open door. Don’t be afraid to mentor.

#### SPOUSES

Louise Johnson was the spokesperson for a panel of spouses from the Dixie National Forest who had suggested policy changes to alleviate employee stress and enhance family life. Spouses would like better communication. For instance, couldn’t a home contact be made when a spouse is delayed in the field or sent on a fire. Spouses want to accompany employees in government vehicles, to have more social opportunities with the “Forest Service family” and to receive information on Forest Service issues and actions. “We are the best PR the Forest Service can have.” Career moves

“should be by choice rather than force.” Financial concerns and two careers are rarely addressed. “Barry and I have been making double house payments for 11 years.” Mobility demands force an employee “to choose between career and family.” Choosing to stay in place makes one invisible. Many white males feel managers fill quotas rather than matching experience and qualifications to types of work. Promotions go to the “fair haired boy with the fantastic personality.”

Gary Ottwell discussed his need for a new career.

He gave up his upper management job with United Parcel Service so his wife could transfer to Ogden as the Regional Telecommunications Manager. Although Forest Service managers have worked with him, Gary said the only Forest Service job he could get was as a mailroom clerk. “It was embarrassing to walk into a room filled with young people and take a test for a job that would pay 20 percent of my former salary.” He suggested establishing an office to help spouses of transferring employees with career counseling, training and volunteer opportunities.

#### WOMEN EMPLOYEES

Jennifer Harris of the Malheur National Forest in Region 6 said women in the Forest Service expect managers to “walk the talk.” True upward mobility for clerical employees includes respect, listening, a serious look at promotion potential, and respect for diverse backgrounds. She told the Leadership Team to, “Break away from paradigms and attempting to clone employees to career tracks of the past.” Abandon the “one right path that unduly emphasizes paying your dues.”

Breaks in service is a “normal pattern for married

women with children. It’s hard for them to follow a smooth continuous career path . . . like you are supposed to,” she said. Women still are the primary caregivers. “Men are insulated from how haphazard child care systems are.” On-site day care is everyone’s problem. Mobility is a big problem for women. “Whenever I mention this topic, I can almost hear doors slamming in previously open minds,” Harris said. But, mobility is a “cultural demand, not a requirement.” Moving is almost an impossibility for a low-graded employee who is the primary caregiver. We do virtually nothing to

help a couple where a move is expected and one is employed outside the Forest Service. The Forest Service doesn’t owe everyone a job but it should use community networks to help the spouse find a job.

Women need “special treatment” because of their fishbowl role in the Forest Service and the awkward social situations they encounter. “On the other hand, don’t give us special treatment by withholding responsibilities or number of subordinates.”

### EXTERNAL CUSTOMERS

#### TOURISM

Jay Woolley, Utah Travel Council director, praised the state-private-Forest Service partnership promoting recreation that started with the Forest Service-launched Recreation Symposium in 1988. Tourism contributes \$2 billion a year to Utah. That income is dependent on partnerships, he said. “It takes the entities that control the land, the hotels and motels, and the ski resorts.” Na-

tional Forests and National Parks are “Utah’s saleable difference” that draws visitors.

International visitors are a growingly influential customer, a market that has grown 245 percent in Utah the past five years, said Brad Smith, director for Foremost West. “Europeans and Japanese come here to see our scenery and culture, not our

cities.” The Forest Service can help this revenue to continue by taking care of the resources and facilities, helping with familiarization tours and pre-trip information, and providing signs and materials in other languages. Although international visitors want access they also like the “wildness” of America’s outdoors and expect rustic facilities and some degree of wandering around.

# LEADERSHIP TEAM MEETING

## BUSINESS

Kirk Green, Utah Division of Business, said National Forest land plays a major role in Utah's current bid for the 1998 Olympics. National Forests are key to a State effort to "position Utah

as America's choice." He asked the Forest Service to help mediate lifestyle and environmental issues. Environmentalists and developers are demanding allegiance to one side or the other. "My concern is

that we try as much as possible not to draw lines and declare war."

## CIVIC

Keith Hunt from the Ogden Chamber of Commerce expects some help in maintaining community stability. Ogden started as a railroad town but turned to defense and aerospace industries after

World War II. With defense reductions imminent, business leaders hope the soaring Wasatch Mountains in Ogden's backyard will be a revenue source. Hunt asked the Forest Service to expedite

the controversial land exchange with Snow Basin Ski Resort. "The Forest Service has to be a partner, not an adversary, nor an onlooker," challenged Hunt.

## ACADEMIC

Gerald Sherratt, Southern Utah State College president, prefers to be a "partner" not a customer because the Forest Service and higher education have common missions of education,

research and service. Partnerships could include student public relations interns for the Forest Service; Forest Service managers as convocation speakers on natural resource issues; and participa-

tion in college economic summits for rural communities. "We can be valuable partners ensuring that your point of view receives a hearing," Sherratt added.

## PHYSICALLY DISABLED

National Forest "customers" who are blind, in a wheelchair or "physically challenged" in other ways may just want the same things as other visitors: an outdoors experience. So said officials from two outdoor learning groups and a former Forest Service employee. They urged Forest Service folks to ask first—not assume—in providing recreation and work opportunities to this group of customers.

"Don't fall into the blacktop mentality," said Jim

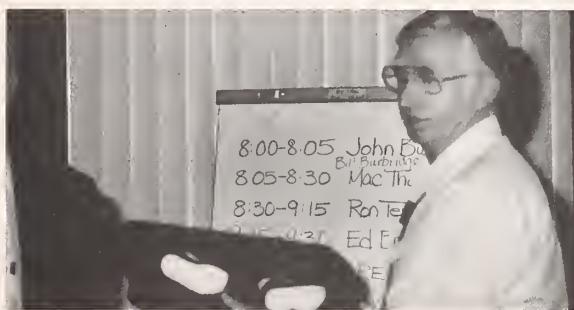
Wise, director of Cooperative Wilderness Handicapped Outdoor Group (C.W. HOG), that sponsors outdoor recreation for people with disabilities. "Lots of people who use the National Forests never get farther than the information sign.... When people go beyond that sign, they have to take responsibility for what they do. Part of getting out is stepping off pavement onto dirt."

"I specifically look for a place that is not accessible," said Trish DeYoung of Special Populations

Learning Outdoor Recreation and Education. Her customers have the "same interests, needs and gripes as any other visitor. They want a wilderness experience." In S'PLORE, our attitude is to make the experience accessible, not the wilderness accessible." Her advice was to have people with disabilities plan and "check out" accessible facilities; have advocacy groups review plans; and use universal signs on maps and literature to advertise accessible facilities.

## ON THE "LIGHTER" SIDE

The evening hours of the May Leadership Meeting were spent in very competitive physical fitness events . . . AND THE WINNERS WERE:



*Kent Taylor receives the Walking Award.*



*Ed Browning (L) presents Jim Nelson the Tennis Award.*



*Brian Stout stands in for Jim Gladden, winner of the Running Award. Bill Burbridge presents the award.*



*"The Golf Award is yours, Jack Griswold," says Joe Ragsdale (R).*

# LEADERSHIP TEAM MEETING



## TQM Success Stories

**T**hese are stories about several attempts to listen to customers and apply the findings. None offer panaceas for total quality management and none claim they have arrived. The stories were told at the May Leadership Team meeting.

The Field Servicing Office (FSO) of the Animal Plant and Health Inspection Service launched a quality effort four years ago to better serve their customers.

*"Initially, we were driven by traditional concerns—redoing things, errors and complaints,"* said FSO Director David Gradick. FSO chose 3M help, named a quality officer, developed strategic plans and a vision, trained employees through employee facilitators and analyzed systems to improve. His managers immediately wanted to do "customer outreach," but found they needed to focus internally first. Gradick said, "We were asking customers what they wanted before we were ready to give it." Other false starts came from rushing ahead without middle management support and without quality measures designed, tested and in place. Ultimately, FSO found they couldn't make a distinction between "internal" and "external" customers.

Employees now rate managers on their customer service as part of performance evaluations. Error rates and employee turnovers have been halved.

"FSO keeps promises or doesn't make them," Gradick said. Employee teams now research, analyze and implement all policy changes. The vision statement, "working together to meet our customers' expectations by providing quality service," is the test for all management initiatives.

*Communication is key. The strategic plan and vision were disseminated*

through staff sessions and focus groups. FSO has a newsletter, family councils, quality "jams," and a quality commitment week. Each quality improvement team makes a float for entry in a parade. Training includes orientation for all employees, esteem for frontliners, and interpersonal skills for managers.

With the internal house in order, FSO is seeking to create a customer partnership. Customers are brought in to comment on FSO operations. Survey forms are sent out with products. A cross-functional Customer Support Service action team in the Washington Office can be mobilized instantly to handle rush jobs. Teams have developed and implemented several internal systems for quick customer response. EXPRESS, a field suggestion system with the motto, "Just do it," has implemented 130 ideas. PRO (positive response opportunities) is a way to analyze complaints, learn from problems and discover patterns. "The person who gets the most complaints does the most work," noted Gradick. FSO has gone to a paperless system for most support services. It's set up so customers can instantly track where their job is in the process.

Diverse customer expectations was the main challenge for M. S. Mortenson, a general contractor from Minneapolis, Minnesota, said Jerry Pitzrick, Director of Technical Services. Mortenson manages huge construction projects involving many subcontractors, thousand of temporary employees, multiple supplies, several clients, and often several government entities.

Mortenson's quality effort was launched with customer feedback interviews, surveys with permanent and temporary employees and interviews with subcontractors that focused on their expectations.

All managers, from support services supervisors to the president, learned at the same workshop how they can individually improve, identify customers and meet expectations. The message was that they were all managers and had an equal responsibility to see that quality was our approach. Frontline supervisors had never been called managers before, or trained or invested in. They were shocked and amazed that someone cared.

The policy became, "everything we commit to, we are going to do." The construction industry is plagued by shoddy workmanship, cheap materials, rush

jobs and shortcuts. Mortenson established a competitive edge by doing things correctly. If there is not enough time or resources to do a job right, Mortenson has even recommended another contractor.

Planning teams were established for each construction project. They decided how to make it successful, how to identify and meet customer expectations and who would negotiate customer expectations on safety, billing and other processes. Each employee was asked to focus on small individual improvements. Safety was emphasized.

"We did it with people, with everyone understanding they were part of the commitment," said Pitzrick.

Union Tank Car of Chicago, Illinois, took on quality improvement because customers demanded it, said Frank Lester. The company makes, maintains, leases and sells railroad tank cars to chemical and paint companies. The main customer of those companies is the automobile industry. To compete with Japanese products, the auto industry pressured the paint and chemical companies and those companies pressured Union Tank Car.

*To succeed at quality, an organization must have universal dissatisfaction, a vision statement, and the belief that change is possible. For anything beyond a "quick fix," Lester maintains you need five tracks: culture change for improved trust and communication, management skill building, team building, improvement projects, and a reward system.*

"Our traditional management characteristic was functionalism," he said. It was adversarial, competitive and distrustful. The new style emphasizes detail, problem anticipation, pushing decisions down, high personal standards, planning, trust and being quality. Union Tank Car's vision statement is "by consistently meeting customer expectations, Union Rail Car will be clearly recognized as the preferred designer, builder and full service lessor of specialized rail cars."

Union started with an annual quality plan and nine problem teams. How-

ever, "We didn't convey the vision or integrate it . . . There's a lot of secrecy in our company. We are trying to eliminate it. But it's a long process."

One of the first projects was a customer survey team which kept coming back saying, "what do you really want?" The company's expectations were too broad. The team chose to identify customer expectations, develop a profile of the ideal supplier, and to collect only relevant, insightful and actionable data. Members surveyed 101 customers in 3- to 5-hour focus group interviews. The result was an ideal customer profile with various issues deployed to the quality steering team, local departments, etc.

"We didn't understand the quality process; we jumped right in," Lester said. "Training is the easy part . . . Without the senior person changing, it's dead. If the person doing your evaluation is not committed to quality, you're not going to take the risks."

# FOREST NEWS



*"Fishlake in the Fall"* mountain bike event.

Last September could have been dubbed "Trails Month" on the Fishlake National Forest as employees worked hard to turn around a long-term decline in trail maintenance and signing. A trail opportunity guide was also published that month.

Trails Month started with 140 riders participating in the "Fishlake in the Fall" mountain bike event over the Labor Day weekend. Fish Lake Lodge, Clear Creek Cycle and the Forest use this event to expose more people to the recreation and scenery available in this area. And this tourism promotion is working.

When "Fishlake in the Fall" was first held in 1988, over 90 percent of the bikers had never before been to Fish Lake. In 1989, there was a 60 percent increase in participation, including Manti-La Sal Forest Supervisor George Morris. This year, various mountain bike manufacturers donated over \$5,000 in prizes as an added incentive.

Across the Sevier Valley on the Pahvant and Tushar Mountains, the Fall Hogback Classic was held the weekends of September 16 and 23. This mountain

## OVER HILL—OVER DALE

bike event was sponsored by the Richfield Reaper (a newspaper) and featured an endurance ride which climbed to over 11,000 feet in the Tushar Mountains. Much of the route followed the new Paiute All-Terrain Vehicle (ATV) Trail.

Coinciding with the Hogback Classic was the issuance of a new bike trail guide featuring 20 trails of varying difficulty on the Fishlake National Forest. Printed by the Richfield Reaper, the publication was made possible through a partnership with Sevier Travel Council, Trails Illustrated of Colorado, and the Fishlake Discovery Association.

The Sevier Travel Council is capitalizing on the rapid growth of mountain bikes and the availability of trails on the Fishlake Forest. For instance, the Council's display at the Utah State Fair in September featured scenic photos of Fishlake National Forest and National Park lands. A mountain bike mounted on a pedestal and copies of the Fishlake trail guide attracted many visitors during the 10-day fair.

But Trails Month on the Fishlake Forest dealt with more than mountain bikes! During the week of September 25, the Fishlake hosted an Off-Highway Vehicle (OHV) Workshop cosponsored by the Motorcycle Industry Council. Land managers, mostly from Utah, were introduced to trail construction techniques, safeguards against liability, trail system planning, and more. On the third day, the group rode the Great Western Trail on the Fishlake National Forest where instructors pointed out some good and not-so-good examples of trail location and signing.

After the workshop, Utah Parks and Recreation OHV Coordinator Scott

Behunin told Larry Theivagt, Fishlake Recreation Staff, "I was blind to many of the ways we can meet the public's needs for ATV opportunities." Not only did the Motorcycle Industry Council cosponsor the Workshop, they also provided a variety of ATV's and trail bikes for the field session.

Finally, on the weekend of September 30, riders from the Utah Trail Machine Association came to Richfield to help install signs for the Paiute ATV Trail. The 195-mile loop traverses the Pahvant, Tushar, and Monroe mountain ranges and crosses the Sevier Valley to provide access to supplies and lodging. Many short loops and side trips are available off the main loop.

Fred Houston of the Beaver Ranger District said 150 carbonite signs were installed over the weekend. On Sunday, Bob Leonard took a group with dune buggies out to sign another 40 miles of trail. The dune buggy owners said they much preferred the mountains to a sand dune or desert setting, and were happy to help the Forest get this trail system operational.

All in all, it was a good month with partners helping to improve the quality of trail riding opportunities for customers on the Fishlake National Forest.

**Larry Theivagt said Utahns are ranked fourth in the nation in per capita ownership of ATV's and off-highway motorcycles, with children as young as eight years old receiving training and legally operating ATV's. And even though the number of ATV's has doubled nationwide in the last five years, there are few ATV trails. Larry said, "Public land managers need to produce an array of trail opportunities from desert to high alpine settings." He feels a well-signed and enjoyable trail system for ATV's would virtually eliminate problems with trespass, wildlife disturbance, and unacceptable soil erosion.**

# FOREST NEWS

## Comfort Stations For All

The physically-challenged may be challenged unnecessarily when they visit our campgrounds. When put to the test, even a newly constructed toilet at the Last Chance Campground didn't fully meet some basic needs of physically-challenged recreationists.

The Payette National Forest asked the Alternate Mobility Adventure Seekers (AMAS) to compare the new toilet at Last Chance Campground with one designed by Forest Landscape Architect Jim Arp and McCall District Carpenter Dave LeClair. Dave chalked the proposed design on the floor of the shop and laid 2 X 4's along the chalk lines for a more realistic image. The dimensions are 5' 9" wide X 8' 6" long. This fits on a standard 1,500-gallon ALR-KEN

vault, the top of which becomes the finished concrete floor for the toilet. This saves the expense of materials, form construction, and pouring and finishing the cement in remote sites.

AMAS found that the toilet stalls at the Last Chance Campground were too narrow for many of the physically challenged. (Bathroom stalls should be wide enough for a person to "wheel" beside the toilet and large enough to close the door with a wheelchair inside.) The poles supporting the awning made it difficult for the wheelchair-bound to maneuver in and out of the bathroom.

AMAS liked the size of the proposed design but did make some suggestions.

It is easier for the physically-challenged person to have pull bars on all three sides of the stalls and the stalls should be equipped with free-flowing paper dispensers. The open "L"-shaped doorknobs work best for various disabilities. If the door has a latch, a push bar from the inside helps them exit the stall. AMAS also recommends a metal plate on the door and a door lock that is easily moved.

This accessibility comes with very modest costs. The proposed design would cost \$3,000 per toilet compared with previous costs of \$4,000 to \$6,000 per toilet. Call Jim Arp in the Payette Forest Supervisor's Office for a copy of the design.

## Flying the Extra Mile

Flying in the Idaho backcountry is an accepted and necessary part of life for many central Idaho residents. It's the livelihood for some flyers and it oftentimes means the livelihood for those serviced by the flyers and their aircraft.

The case in point is the airfields within the Frank Church—River of No Return Wilderness, specifically the Bernard strip which was in very poor condition. The fence needed reconstruction to control livestock, the surface was extremely rough and the markers needed to be painted. The Forest Service is responsible for annual maintenance of airfield surfaces, fences and safety markers yet there wasn't enough money to do all that needed to be done at the Bernard strip. Without fence reconstruction, there was a possibility that the airfield would be closed.

The old adage, "Where there's a will there's a way," proved valid. Clinton Groll, Cobalt District Ranger, and



*Bill Goosman (left) thanks Glen Combs, owner of Wilderness Aviation, for his partnership role in maintaining the fence at the Bernard Airstrip in the Frank Church—River of No Return Wilderness.*

Glenn and Richard Combs of Wilderness Aviation in Salmon, Idaho, formed a partnership to reconstruct the airfield fence.

That meant removing the old wire and reconstructing 1,600 feet of barbwire fence. Per the partnership agreement, Glen Combs flew in the fence construction crew (furnished by the District) and the materials for the fence. Four days later the project was completed.

Preplanning hadn't included disposal of the old wire and junk that had accumulated during the project. Once

again, Wilderness Aviation volunteered. It took several plane loads to fly the "stuff" out of the Wilderness.

Without Glen and Richard Combs' help, fence reconstruction probably would have been postponed. The Salmon National Forest and the flying community who use this airfield appreciate the Combs and their service.

**Bill Goosman**  
Cobalt Ranger District  
Salmon National Forest

# FOREST NEWS

## Birds and Worms

*Twist those woolly worms and don a beak.  
Don't be embarrassed and don't be meek.  
Just get involved in this educational activity;  
Called "Birds and Worms" of Project Learning Tree!*

*The search for worms of different kinds  
Teaches camouflage to youthful minds.*

*Flit and flutter, search and peck the ground,  
Project Learning Tree lessons can be profound.  
Yet they are such fun and bring great cheer,  
To kids whose teachers use PLT lessons each year.*

**E**lementary schoolteachers from Uintah School District, Vernal, Utah, spent a Friday and Saturday in April 1989 at a 10-hour Project Learning Tree (PLT) Workshop, one of 15 held last year. Around the State, 326 educators and resource agency people attended these workshops. They in turn will reach approximately 10,000 students. The workshops are designed to introduce these people to PLT and get teachers excited about this versatile environmental education program.

Facilitators of the Vernal sessions were Merle Young and Mike Stubbs, Ashley National Forest; Tony Dietz and Dale Jablonski, Utah State Lands and Forestry; and Judy Wagner, a science teacher from Springville, Utah.

Folks who live near Discovery Elementary School, where the workshop took place, were a little surprised to see grownups hopping about and playing relay games in the schoolyard. Those who questioned this strange behavior provided a teaching moment for PLT participants.

"We need to get more teachers trained as PLT facilitators," said Lynda Robison, Regional Public Involvement and Education Officer. "I can see the demand growing for this kind of educational tool in our classrooms. It cements the bonds between the agencies who manage public lands and the schools."

Teachers, resource people and youth group leaders are encouraged to attend outdoor education workshops which include PLT, Project WILD and a variety of other excellent programs. Lynda Robison can provide a listing of 1990 workshops.

For more information about Project Learning Tree, contact Tony Dietz at the State Forester's Office in Salt Lake City, Utah (phone: 801 538-5508).



*Don a beak and flit and flutter—a PLT exercise to learn about birds and worms.*

*Elementary schoolteachers from Uintah School District in Vernal, Utah, twist those wooly worms as part of the PLT training.*



# FOREST NEWS

## Source of Mineland Reclamation Information

The mining boom in Nevada makes reclamation of mined lands an important issue. The Nevada State Multiple Use Advisory Board on Federal Lands recognized that this would create a need for good, up-to-date reclamation information. So, in May 1988, the Board directed the Nevada Department of Minerals to devise a program to collect, disseminate and evaluate reclamation information.

Attempting to tap all sources, the Department of Minerals assembled representatives from the University of Nevada, the minerals industry and various state and federal agencies, including the Toiyabe National Forest.

This coalition of interested people developed a proposal which the Department of Minerals took to the Board in

November 1989. The proposal named the Department as the clearinghouse for reclamation information which would be available to any interested individual. The Board agreed and the coalition forged ahead.

Now there is an annotated bibliography of practical reclamation information relevant to the Great Basin. There are two forms of the printed bibliography and a computerized bibliography/data base that can be accessed on an IBM compatible personal computer.

The hard copy versions come in a short and long form. The short form is basically a reference list. The long form gives more specific information such as

where copies can be obtained and a brief description of the material contained in the reference. The computerized system uses two program disks and a data disk. The user can select keywords to narrow down a search for specific reclamation information. Many of the references will be available at no charge from the Nevada Department of Minerals.

There are now more than 70 entries and regular updates will be made as the Department of Minerals receives more information from its cooperating group and/or by other means. Hard copies, disks and a user guide are available free of charge by contacting the Nevada Department of Minerals; attention Dennis Anderson; 400 West King Street, Suite 106; Carson City, Nevada 89710. The phone number is 702-885-5050.

## Blisters and Calluses for the Leadership Team

The Buffalo Ranger District of the Bridger-Teton National Forest hosted an unusual group of volunteers from July 12 through July 15. Members of the Regional Office Leadership Team and their spouses cleared and reconstructed approximately 3 miles of the Box Creek Trail in the Teton Wilderness using cross-cut saws, pulaskis, rakes, and shovels. The Box Creek Trail has been closed since 1987 when a powerful tornado ripped through the area.

Between 1:30 and 2:00 p.m. on July 1, 1987, the tornado tore a 24.3 mile swath through the Teton Wilderness. The tornado touched down 10 miles east-northeast of Moran Junction, passed over Enos Lake and into the Pacific Creek valley. After crossing the Continental Divide, it descended into Falcon Creek Valley, and finally into the Yellowstone River Valley in Yellowstone National Park where it dissipated. The damage path averaged 1 1/2 miles in width. Where the tornado reached max-

imum strength, winds were estimated at up to 225 miles per hour. Tall trees, 8-16 inches in diameter, were uprooted and stripped of most of their bark. In other areas, the tornado sheared off the tops of trees up to two feet in diameter.

Since the Box Creek Trail was closed because of trees downed by the tornado, use patterns have changed dramatically within the Teton Wilderness. Most hikers who formerly used the Box Creek Trail now stage out of the Turpin Meadow Trailhead causing a tremendous amount of congestion. It is hoped that reopening the Box Creek Trail will alleviate a good portion of the pressure on the trails and backcountry served by the Turpin Meadow Trailhead.

Until now, the District hasn't had the resources to clear the Box Creek Trail, previously a heavily used trail. Now it appears that volunteers will be the needed resources. Following on the heels of the Regional Leadership Team, other volunteers will work through the sum-

mer in an attempt to reopen the trail this year. Volunteers will come from the Sierra Club, American Hiking Society, Student Conservation Association High School Group, and inmates from the Wyoming State Honor Farm in Riverton, Wyoming.

In their less strenuous moments as a volunteer trail crew, the Leadership Team discussed some of the management issues and problems of the area. Many of these issues will be addressed over the next few years as the District embarks on a Limits Of Acceptable Change approach to defining and managing for specific physical and social conditions in the Teton Wilderness that are consistent with Forest Plan direction.

Michael C. Gryson  
Assistant District Ranger  
Buffalo Ranger District  
Bridger-Teton National Forest

**SPECIAL INTEREST*****Life Tips . . .*****Biking**

To prevent those close encounters of the car kind (or other mishaps), it's best to:

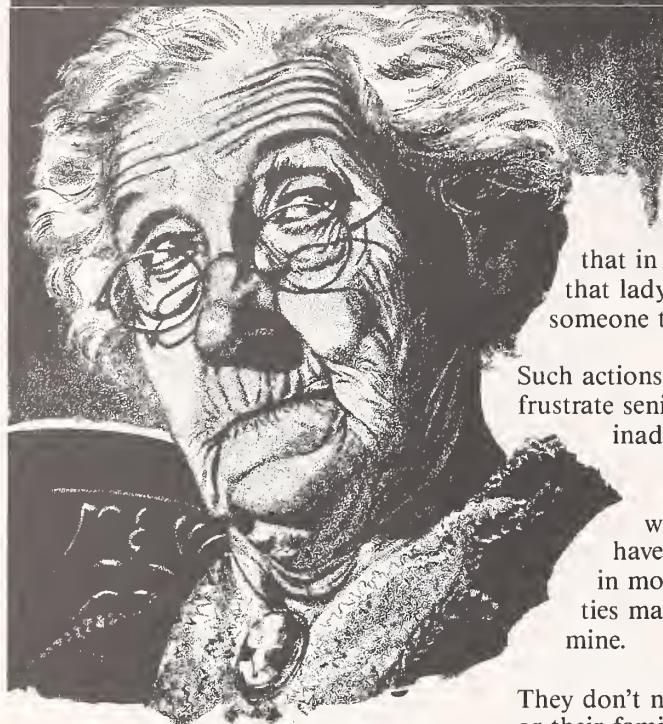
- ✓ Stay on back roads or trails. When that isn't possible, cyclists need to consistently ride very straight and to the far right of the road. Cars shouldn't have to be driven around you.
- ✓ Practice checking traffic while keeping the front wheel straight and looking over the shoulder.
- ✓ Make sure you have mirrors on your bicycle, a helmet and that you wear bright colors.
- ✓ Make sure your bike fits your body proportions. A good pair of biking shorts and a properly fitted seat can ease the strain on achey haunches.
- ✓ Be properly equipped with biking shoes, toe clips, repair kits, water bottles, and locks.
- ✓ Start out easy and get your muscles in shape. Riding three to four times a week is enough to prepare most people for short tours (up to 60 miles in a day).



### *More Bicycling Tips*

- Rotate your tires. The rear wears more than twice as fast as the front, so switch them every 1,000 miles to get maximum life.
  - To lose weight, ride at midday. Not only will you burn calories, but the exercise will suppress your appetite. Afterward, lunch can consist of an apple or a cup of low-calorie yogurt.
  - The most nutritious fast foods are Chinese, Mexican, and Italian. These are generally higher in carbohydrates than other cuisines.
  - The best way to recover from a hard effort is to ride easily the next day rather than take the day off. Use the opportunity to cycle with family and friends who are normally "too slow."
  - Freeze a bottle of water for hot rides. It'll slowly melt, supplying you with cool, refreshing liquid. Conversely, fill your bottle with hot water for cold rides.
  - For optimum cooling and hydration, drink before as well as during rides. Consume about 16 ounces of water 1 to 2 hours before you take a ride, and another 10 to 16 ounces 15 to 30 minutes prior to leaving.
  - When riding in cold weather, apply a thin coat of petroleum jelly to exposed skin to keep it from becoming chapped.
- HOT PINK** is the best color to be worn by bicyclists, especially on overcast days. Pink makes cyclists more noticeable to motorists at various distances than other colors, concludes a study at the University of Kentucky. Yellow is good for sunny days, but it's 30 percent less noticeable than pink when it's cloudy.
- FOOTNOTE:** Fluorescent colors are not reflective at night, so for twilight or nighttime riding, wear reflective strips on clothing.

## SPECIAL INTEREST



**H**ave you noticed how people in our society talk to the elderly? Many routinely raise their voices and shout as soon as they see the gray hair.

A checkout clerk, treating an older person as an incompetent, exclaims "Just give me everything you have, and I'll sort it out for you."

They don't need members of the public or their family, ASSUMING that because they might not be able to hear well, they can't think well either. They bitterly resent the patronizing singsong cadences usually reserved for kindergartners. And they don't want their private affairs blared all over the place, drawing embarrassing attention.

Here's what we can do to change that:

- Let's not assume anything about any

standing beauty, as well as opportunities to discover Utah by departing conventional routes and venturing off the beaten path—the Backways. The booklet features route maps and descriptions of the 85 Byways and Backways. It was published cooperatively by the Utah Travel Council, Travel Regions, Forest Service and Bureau of Land Management. The booklet will be available for sale throughout the State. The 1990 Official Utah Highway map also includes descriptions of the Byways.

"Guide for the Application of Variable Tire Pressure Technology on National Forest Roads," EM 7700-7. This is basic information for internal and external customers. Copies are available from Keith Schnare, Regional CTI Coordinator (801 625-5370).

## "When Your Hair Has Turned to Silver"

A bank teller booms,

"No, dear, you can't do that in this line. You'll have to see that lady over there. Do you want someone to show you?"

Such actions anger, embarrass and frustrate seniors. They are made to feel inadequate.

People don't get stupid when they get old. They may have had some hearing loss but, in most cases, their mental faculties may be better than yours or mine.

senior. Before we shout at the person, find out if he or she can hear and communicate well. It's better for seniors to ask us to speak louder than to implore us to tone it down because we're insulting them.

• Let's get rid of the perception that seniors have to be treated like children. Avoid childlike cadences with short, choppy sentences.

• Let's practice communicating with those who have hearing impairments even though it is sometimes difficult and we'll have to exert more energy.

• Let's not be deceived into believing that old people don't know what's going on and won't realize that we're talking down to them. Many do and will.

To eliminate these gaffes in our communication with seniors, let's ask ourselves this question: How will I be treated when my hair turns gray?

(By Tony Fulginiti, Public Relations Editor of Communication Briefings - February 1990.)



## New Publications



"Global Change - A Forest Service Priority Research Program" - PA 1456. It is 6-pages and in color.

"Forest Service Native American Policy—Friends and Partners" - FS-446. It explains the Native American Policy of the Forest Service issued in 1983 and reaffirmed by President Bush in 1989.

"Utah Scenic Byways and Backways," a 48-page, beautifully illustrated, four-color booklet. It describes Utah's Scenic Byways, a system of 27 routes of out-

## New Audio-visuals



"Kitchens of Death" is the title of a video which deals with the growing problems of illegal drug labs and their hazards. The video points out indicators which should warn a person of possible danger from chemical exposure, booby traps or violent criminals. There is a 15-minute version for the public and employees and a 30-minute version for law enforcement personnel. The video can be borrowed from the Audio/Visual Library in the Regional Public Affairs Office.

# SPECIAL INTEREST

*Did You Know . . .*

## AIDS in the Workplace

**A**IDS is our nation's number one health concern. How does it affect you as an employee of the federal government?

### PERSONS INFECTED WITH THE AIDS VIRUS:

The federal government has guidelines to ensure that employees with AIDS are not discriminated against in the workplace. They can continue to work as long as their physical health allows them to do so.

### PERSONS UNINFECTED BY THE AIDS VIRUS:

To provide maximum protection for this group of employees, Article 27 of the Master Agreement Between the Forest Service and NFFE states: "Employees working in an environment where they could be contaminated with body fluid from individuals contaminated with the AIDS virus will be furnished the following protective equipment (a) rubber gloves, (b) face masks, (c) eye protection,

(d) CPR clear mouth barrier and (e) contaminated material containers for employees cleaning up campgrounds.

Because all Forests in the Region are not bargaining units under the NFFE agreement, Regional Forester Tixier mandated that the above protective equipment be used on all Forests. Two packets of this standard protective equipment will be part of the standard first aid kits in all government vehicles.

## AIDS—The Facts

- ✓ Unlike chickenpox and other viruses that are "airborne," the AIDS virus quickly "dies" when outside the human body. In other words, you *cannot* catch the virus from drinking glasses, toilet seats, or other surfaces.
- ✓ You cannot contract AIDS from donating blood. (Remember, you are not exchanging blood, you are *giving* your blood. Plus, all needles used for blood donations are sterile and disposable, and are *never* re-used.)
- ✓ AIDS has never been transmitted through human or insect bites.
- ✓ AIDS cannot be contracted by hugging, touching, or other forms of casual contact.



*The AIDS virus cannot be contracted by hugging or other causal contact.*



*You cannot contract the AIDS virus from donating blood.*

## PERSONNEL

### From the Congressional Perspective

**M**ore employees need to do this," said Richard Williams, Biologist on the Heber Ranger District of the Uinta National Forest. That was his evaluation as he completed a stint in Congressman Wayne Owens' office after being selected to participate in our Congressional Development Program (CDP).

"CDP was a great way to become more effective in my everyday work," Richard said. "I can't think of a better way to learn the legislative and budget process. Having had this experience, I'll be able to make more meaningful input on legislation affecting the Forest Service."

Working in Congressman Owens' field office, Richard took on constituent inquiries that included hazardous waste, access management on National Forest lands, fisherman access on private lands, and a project to get funding for a study to research the high occurrence of childhood diabetes in a Utah Indian tribe.

His knowledge about legislative processes grew as he worked on Bureau of Land Management proposals in Utah, the reintroduction of wolves in Yellowstone, clean air and the Central Utah Project reauthorization bill.

Because of his familiarity with the Central Utah Project and the involved local agencies, Richard was asked to work an additional two months, devoting his time entirely to the reauthorization bill. After gathering the data for the bill, he was able to attend subcommittee hearings and see it introduced in the House of Representatives.

Summing up his experience, Richard said, "After seeing the influence Congress has, I'm convinced of the importance of knowing and communicating with elected officials."

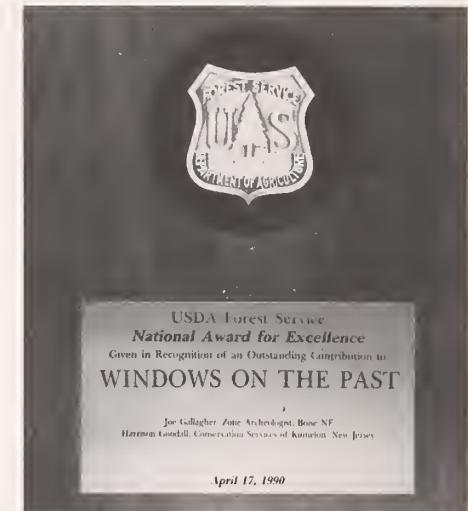
### Windows on the Past Awards for R-4 Archeologists

**J**oe Gallagher, Southern Idaho Shared Services Archeologist, and his long-time partner Harrison Goodall from Conservation Services, Inc., in New Jersey were awarded the Chief's Windows on the Past National Award. Given for the first time this year, the presentation was made during the National Windows on the Past Workshop hosted by Region 4 in Las Vegas on April 17. The award went to an individual or team from each Region that best met Windows on the Past criteria, including:

1. Met the growing need of the American public for heritage resource experiences.
2. Provided quality services and facilities.
3. Used partners to help stretch federal dollars.
4. Encouraged new approaches to serving the public.

Joe and Harrison were recognized for organizing and presenting a series of log cabin stabilization and training projects. Beginning with the Jim Moore Ranch on the Salmon River in 1983, this dynamic duo has worked on approximately 14 sites throughout Region 4 and in other Regions. This year's projects include work on the Boise Forest and the Sawtooth NRA; the Shasta-Trinity and Los Padres National Forests (Region 5), and the San Juan National Forest (Region 2).

Bob Leonard, Forest Archeologist for the Fishlake National Forest, received a Certificate of Appreciation from the Chief for producing the national video on "Windows," which contributed to the success of the program. Jerry Wylie, Regional Archeologist, was also recognized for his assistance in producing this 21-minute videotape. Demand for copies of the video has been high with requests coming from many federal agencies and countries in Europe and Central America.



*Joe Gallagher's Window on the Past award.*



*Harrison Goodall (L), Joe Gallagher, and Sharon Metzler work on the main cabin at the Jim Moore Ranch on the Salmon River in 1983.*

# PERSONNEL

## Awards

### ASHLEY NATIONAL FOREST

Mary Wagner was awarded the organization's young careerist award at the annual state convention of the Utah Federation of Business and Professional Women's Clubs held in St. George.

### BOISE NATIONAL FOREST

#### Cash

CAROL SHOBE, Computer Assistant, SO - \$350 for outstanding performance in carrying out System Manager and clerical activities while at the Boise FSL, Intermountain Research Station.

GARY CARROLL, Forestry Technician, SO - \$390 for consistently exceeding the quality and quantity of work expected in a heavy engine project involving fabrication, assembly and testing.

RICHARD FARBER, Civil Engineering Technician, Emmett RD - \$300 for outstanding performance in contract planning, compilation and administration with a reduction in engineering personnel.

### BRIDGER-TETON NATIONAL FOREST

JOHN CHAPMAN and CHUCK JONES were honored as the 1990 Friend of the Elk at the Rocky Mountain Elk Foundation banquet in May. John is the Forest's Fire Officer and Chuck is the Jackson District Ranger. They were recognized for getting several habitat improvement projects off the ground.

### CARIBOU NATIONAL FOREST

#### Cash

ROSS HENDERSON, Retiree, SO - In appreciation for his exemplary service to the Forest's construction and maintenance program.

### CHALLIS NATIONAL FOREST

#### Cash

MADGE YACOMELLA, Budget and Accounting Analyst, SO - For efficiency in performing Acting Administrative Officer duties.

TONI SULLIVAN, Resource Assistant, SO - For efficiency in performing Acting Administrative Officer duties.

ANDREA HUMBIRD-STOUT, Computer Programmer Analyst, SO - For efficiency in performing Acting Administrative Officer duties.

### DIXIE NATIONAL FOREST

#### Cash

GENE BAGLEY, SCSEP, Powell RD - For special act (trailer construction).

JAMES T. BAYER, Soil Scientist, SO - For exceptional leadership and management of the Uinta Flat and Peak Fire rehabilitation project.

GILBERT BECENTI, Range Conservationist, Escalante RD - For sustained superior performance over the past three years.

DAVID C. BELL, Supervisory Forester, Pine Valley RD - For overall performance of assigned duties and responsibilities substantially exceeding acceptable level of competence.

LLOYD A. BENSON, Forestry Technician, SO - For extended high performance of dispatching and fire support duties during the critical 1989 fire season.

DONALD W. CARTER, Budget Analyst, SO - In recognition of dedicated efforts in support of the Incident Management System Teams during the summer of 1989.

CONRAD CLARK, Support Services Supervisor, SO - In recognition of continued support in air patrol and assistance during the summer of 1989 in addition to normal duties.

RAY D. CONGDON, Supervisory Communication Management Specialist, SO - For dedicated efforts in support of Incident Management System during the summer of 1989 and continued support of the Forest's telecommunication program in completing the microwave intertie ahead of schedule.

ELVIN G. COX, Electronic Technician, SO - For dedicated efforts in support of Incident Management System Teams during the summer of 1989 and continued support of the Forest's telecommunications program in completing the microwave intertie ahead of schedule.

DALE B. HARRIS, Range Conservationist, Cedar City RD - For outstanding performance of duties as Range/Wildlife/Watershed Staff Officer on the District. DAVID F. HARRIS, Range Technician, Powell RD - For leadership and accomplishments as the C.O.R. for the equipment rental contract for the Upper East Fork Sevier River instream structures.

STEVEN G. HATCH, Civil Engineering Technician, Powell RD - For sustained superior performance in public works contract administration during a personnel shortage.

ARLENE HEAP, Accounting Technician, SO - For an exceptional effort during declustering which reduced manpower during the most crucial time of the fiscal year. RANDALL W. HOUSTON, Range Technician, Cedar City RD - For superior performance on the Three Mile Creek riparian demonstration project with time constraints due to wildlife and personnel shortages.

JANICE JENSEN, Information Receptionist, Cedar City RD - For working with MISTIX for a smooth transition to the national reservation system.

BARRY J. JOHNSON, Forester, SO - For superior and commendable performance during FY 1989.

DAVID M. KEEFE, Forester, Escalante RD - For superior performance managing the District's timber program during the absence of the Timber Management Assistant.

RAYMOND L. LAIRD, Engineering Equipment Operator, SO - For special projects not in the tractor schedule—Pinto Road, Griffin Top Road, Mammoth Creek Road—and working with Districts with little or no supervision.

JERROLD B. LE FEVRE, Civil Engineering Technician, Powell RD - For sustained superior performance in timber sale administration and assuming additional administrative responsibilities during a personnel shortage.

DANNY F. MATHESON, Engineering Equipment Operator, SO - For working on special projects not in the road maintenance plan.

WALTER M. McDANIELS, Forestry Aid, SO - For outstanding design and hand crafting brochure racks for use at the Red Canyon Visitor Center.

CHEREE F. PADDOCK, Resource Clerk, SO - For serving as Acting Resource Assistant plus doing her regular TSA duties.

DUANE N. STEWARD, Forestry Technician, Escalante RD - For superior performance in managing the District's programs in recreation, fire and sale administration during the absence of the Supervisory Forester.

THOMAS H. TALBOT, Engineering Equipment Operator, SO - For working on special projects not in the road maintenance plan.

JERI L. WOODS, Computer Program Analyst, SO - For her dedicated service in supporting the Forest's information systems.

RONALD S. WILSON, Forester (Administration), Cedar City RD - For managing with calm and professional expertise the critical and chaotic situation when two project fires occurred simultaneously on the District.

CARLTON P. GUILLETTE, Forester (Administration), Powell RD - For persistence and tenacity in pursuing the implementation of the Red Canyon Visitor Center.

RICHARD G. EVANS, Supervisory Civil Engineer, SO - For persistence and tenacity in pursuing the implementation of the Red Canyon Visitor Center.

ROBERT H. MEINROD, Supervisory Forester, SO - For managing with calm and professional expertise the critical fire and grazing management situation created by the 1989 drought.

ROLLO H. BRUNSON, Supervisory Land Use Planner, SO - For extreme dedication and self sacrifice in performing timber and planning staff duties during reorganization and understaffing.

BESSIE G. PERKINS, Accounting Technician, SO - For superior ability to complete necessary budget and accounting work outside normal environment. Includes moves of several employees during a critical period of decreased staffing and the 1989 fire season.

achievements in equal opportunity, civil rights, and accessibility for people with disabilities. These awards are special because nominations come from Forest Service employees.

TOM SUWYN, Forestry Technician, Pine Valley RD, was recognized for his work with Native Americans in Cedar City, Utah. Last year, Tom initiated an agreement to provide fire training to some of the Native Americans in the area so they could form a fire crew. As a result of this agreement, 47

Navajos completed the training last summer and 19 fought fires in Idaho as the Color Country IV Crew. In addition, two worked on the Cedar City Ranger District Fire Crew in 1989. The program will continue again this summer. Lynn Ott, Dixie National Forest Administrative Officer, made the nomination. (Tom also received the Dixie Forest's "Innovator of the Year" award for this effort.)



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### FISHLAKE NATIONAL FOREST

CHARLES ALLRED, recently retired Richfield District Ranger, received an Award of Merit from the Bonneville Chapter of the American Fisheries Society at its annual meeting. The award is presented to individuals or groups who are instrumental in improving the quality of lakes and streams. Only two of these prestigious awards were presented in Utah this year. One of Chuck's most notable accomplishments was the Gooseberry Reservoir complex enhancement program.

### HUMBOLDT NATIONAL FOREST

#### Cash

ROBERT BARKER, Forestry Technician, Mountain City RD - For superior performance in restoring campgrounds during a period of reduced staff.

DEAN MORGAN, Range Conservationist, Mountain City RD - For sustained superior performance.

DOUGLAS CLARKE, Forester, Mountain City RD - For excellent contributions to the minerals program while on temporary assignment.

TAMMY HELWICK, Secretary, SO - For highest level of professional judgment in administering the 1989 Rainbow Family Gathering.

ROBERT MAXWELL, JR., Range Technician, Jarbidge RD - For highest level of professional judgment in administering the 1989 Rainbow Family Gathering.

GARY SCHAFFRAN, Forester, SO - For the highest level of professional judgment in administering the 1989 Rainbow Family Gathering.

RODERICK HOWARD, Forester, SO - For the highest level of professional judgment in administering the 1989 Rainbow Family Gathering.

JANET VALLE, Range Conservationist, Santa Rosa RD - For sustained superior performance.

GLEN PICKETT, Forestry Technician, Ely RD - For the highest level of professional judgment in administering the 1989 Rainbow Family Gathering.

### MANTI-LA SAL NATIONAL FOREST

#### Cash

STAN A. MCDONALD, Archeologist - For efforts to promote cultural awareness of Native American religious and social values.

MARTHA LARSEN, Clerk Typist, Sanpete RD - For diligent effort in preparing an excellent recreation and information pamphlet entitled, "Welcome to the Sanpete Ranger District."

JERALD B. SHAW, Forester (Administration), Moab RD - For taking the extra step to see that permittees are recognized for quality work.

The Forest Service was the recipient of several partnership awards presented by USDA's Office of Advocacy and Enterprise on May 11. These awards were to recognize individuals and groups for their

# PERSONNEL

## Length of Service

VICKIE A. HAMM, Support Services Specialist, Sanpete RD - 10 years  
 ED SCHOPPE, Range Conservationist, Sanpete RD - 10 years

## SALMON NATIONAL FOREST

### Cash

JANICE PHILLIPS, Clerk Typist, SO - For superior performance as a temporary support services specialist on the Leadore RD from 10/1/89 to 1/22/90.

## TARGHEE NATIONAL FOREST

### Cash

MARSHA PHILLIPS, Program Assistant, SO - For exceptional coordination and consistency of programs with Staff, Rangers and two Forest Supervisors during a time when the Targhee had unusual personnel turnovers in these positions.

TOM CONTRERAS, Assistant District Ranger, Island Park RD - For the highest level of professionalism and judgment in administering the 1989 Rainbow Family gathering in Robinson Hole, Humboldt National Forest, Nevada.

EUGENE MCGREGOR, Forestry Technician, Teton Basin RD - For the highest level of professional judgment in administering the 1989 Rainbow Family Gathering in Robinson Hole, Humboldt National Forest, Nevada.

DUSTY HINCKS, Range Technician, Palisades RD - For special assistance and support to the District Ranger.

JARIUS HANSEN, Supervisory Forestry Technician, Palisades RD - For special assistance and support to the District Ranger.

## TOIYABE NATIONAL FOREST

### Cash

CECILIA STEWART, Information Assistant, SO - For outstanding customer service.

ERIN O'CONNOR-HENRY, Information Assistant, Bridgeport RD - For outstanding customer service.

JAMES MABE, Forestry Technician, Austin RD - For outstanding performance in administering special uses.

JEANELLEN BURT, Purchasing Agent, SO - For exemplary internal/external customer service, HOST attitude and her contribution to the success of All Employees Day.

SHIRLEY POLLOCK, Biological Technician, Carson RD, was presented a special award by Senator Harry Reid for her special efforts to promote environmental education in Nevada through organizing Earth Day activities in northern Nevada.

## UINTA NATIONAL FOREST

To celebrate National Volunteer Week in April, the Forest Service and the Soil Conservation Service held a recognition ceremony in Washington, D.C. Ninety-five Forest Service nominations were reviewed and four were chosen. One of those four was the Uinta National Forest whose extensive volunteer program accounts for over 17 percent of the total volunteers in the Forest Service. Chief Robertson said that volunteers are the heartbeat of the Forest Service and we could not get our work done without them. He also said that we need to encourage more people to volunteer because it is educational and fun.

# Roll Call

## REGIONAL OFFICE

### Promotions

SUSIE BORN, Staffing and Classification, PM (vice George Fishel)  
 RAY BARKER, Staffing and Classification, PM (vice Lee Stewart)

### Reassignments

LEONARD FARR, Forester, Deschutes NF, R-6, to Supervisory Forester, TM  
 JEAN BENTLEY, Recruitment Officer, to Pay Specialist, PM (vice Morris Reynolds)  
 GEORGE FISHEL, Staffing and Classification, to Recruitment Officer (vice Jean Bentley)  
 LEE STEWART, Staffing and Classification (vice Sheila Portoukalian)  
 JACK GRISWOLD, Challis Forest Supervisor, to Deputy Director of Timber Management

### Retirement

HUGH PANGMAN, Forest Plans Appeals Coordinator

### Transfer In

JOHN LOPEZ, Regional Personnel Officer, from Personnel Officer, BLM

## ASHLEY NATIONAL FOREST

### Appointments

COLETTE S. WEBB, Forestry Technician, SO  
 RANDY J. KAUFMAN, Forestry Technician, SO

## BOISE NATIONAL FOREST

### Appointments

PENNY MEYER, Forestry Technician, Lowman RD  
 MARK LOSEKE, Forestry Technician, Cascade RD  
 AUGUST REIF, Forestry Technician, Cascade RD  
 DOROTHY WILSON, Forestry Aid, Emmett RD  
 JOE PUENTE, Accountant, SO  
 ALFREDO HERNANDEZ, Computer Programmer, SO  
 MYRA BLACK, Co-op Student, Mountain Home RD  
 CINDY MCCOY, Co-op Student, Mountain Home RD  
 ROBERT OXERANGO, Forestry Technician, SO  
 CHRISTOPHER SIMMONS, Forestry Technician, SO

### Promotions

ARLENE FIELDS, Budget and Accounting Analyst, to Administrative Officer, SO, Sawtooth NF  
 DONALD BLACK, Forestry Technician, Targhee NF, to Supervisory Forestry Technician, Cascade RD  
 MELODY NAIDITCH, Forestry Technician, Wenatchee NF, to Forester, Emmett RD  
 ELLEN BOGDUS-SZYMANIAK, Forestry Technician, San Bernardino NF, to Forestry Technician, Emmett RD  
 ANDREA TAFT, Administrative Officer, Siuslaw NF, to Budget Analyst, SO  
 JOAN CRESS, Business Management Assistant, Nezperce NF, to Support Services Supervisor, Lowman RD  
 ALAN YOUNG, Forester, to Forester, Ashley NF  
 CLARENCE ADAMS, Forestry Technician, to Forestry Technician, Umpqua NF  
 JOHN STEGER, Civil Engineer, SO, to Forest Engineer (temporary), SO

### Promotions in Place

JAMES CIARDELLI, Forestry Technician, Emmett RD  
 JOANN HERRITY, Forestry Technician, Idaho City RD  
 D. KEN THOMPSON, Forestry Technician, Emmett RD  
 WANDA MONTGOMERY, Forestry Technician, Lowman RD

### Reassignments

GERALD SZYMANIAK, Forestry Technician, San Bernardino NF, to Forestry Technician, Emmett RD  
 LISA VERNON, Civil Engineer, Nezperce NF, to Civil Engineer, Boise NF  
 PAUL BRYANT, Land Use Planning, Sawtooth NF, to NEPA Coordinator, Boise NF

### Resignation

ERIC REYNOLDS, Forestry Technician, Boise RD

### Retirement

BOB CARPENTER, Supervisory Range Conservationist, Boise RD

## BRIDGER-TETON NATIONAL FOREST

### Appointments

DEBBIE HOOK, Resource Clerk (Typing), Big Piney RD  
 TONI STRAUSS, Range Conservationist (Student Trainee), Greys River RD  
 BARBARA SIMON, Resource Clerk (Typing), Jackson RD  
 EILLEEN THORNTON, Information Receptionist, Big Piney RD  
 LOIS ZIEMANN, Forester, Jackson RD

### Promotions

TED TIDWELL, Accounting Technician, SO, to Budget Analyst, Lincoln NF, R-3  
 BRAD MERRILL-EXTON, Resource Assistant, Pinedale RD, to Teton Basin District Ranger, Targhee NF  
 DONA SMEDLEY, Administrative Officer, Jacobs Creek Civilian Conservation Center, to Administrative Officer, SO  
 MARK VAN EVERY, Public Affairs Specialist, SO, to Public Affairs Officer, Dixie NF

### Promotions in Place

STEVE VANLERBERGHE, Forestry Technician, Greys River RD  
 CYNTHIA ROGOWSKI, Budget and Accounting Analyst, SO

### Reassignment

AL BOSS, Wildlife Biologist, SO, to Recreation, Range, and Wildlife Staff, R-9

### Resignation

ELLEN DAUGHTERY, Forestry Aid, Pinedale RD

### Transfer Out

HARRIET CARICO, Accounting Technician, SO, to Accounting Technician, National Park Service in Anchorage, Alaska

## CARIBOU NATIONAL FOREST

### Promotion

DONAL LUHRSEN, Range Conservationist, Black Hills NF, to Supervisory Range Conservationist, Soda Springs RD

### Reassignment

MARK VEDDER, Range Conservationist, Pocatello RD, to Range Conservationist, Black Hills NF

### Retirement

ROSS HENDERSON, Engineering Equipment Operator, SO

## CHALLIS NATIONAL FOREST

### Promotion in Place

MICHAEL FOSTER, Wildlife Biologist, Lost River RD

## DIXIE NATIONAL FOREST

### Appointments

DOUGLAS A. (SANDY) BOYCE, Wildlife Biologist, SO  
 PATRICIA (TRISH) LARSON, Information Receptionist, Pine Valley RD

# PERSONNEL

## Promotions

TOM CONTRERAS, Pine Valley District Ranger, from Island Park District Ranger, Targhee NF  
KEVIN R. SCHULKOSKI, Escalante District Ranger, from Targhee NF

## Promotions in Place

DANIEL DUFFIELD, Fishery Biologist, SO  
ANTOINETTE VAN KRIEKEN, Soil Scientist

## Reassignment

INGA T. PETAISTO, Forester Trainee, Escalante RD, to Bradshaw RD, Prescott NF, R-3

## FISHLAKE NATIONAL FOREST

### Reassignments

MICHAEL A. VALDES, Range Conservationist, Beaver RD, from Coconino NF, R-3  
RANCE L. ROLLINS, Richfield District Ranger, from Pine Valley District Ranger, Dixie NF

## HUMBOLDT NATIONAL FOREST

### Appointment

JUANITA MENDIVE, Cartographic Technician, SO

### Reassignments

LUCILLE CAMPBELL, Support Services Specialist, SO, to Personnel Management Specialist, SO  
PATTY YBRIGHT, Information Assistant, Logan RD, Wasatch-Cache NF, to Interagency Fire Dispatcher Center, Elko

## Promotions

JOHN HANEY, Forester, Gallatin NF, to Resource Specialist, Ruby Mountain RD  
LEONARD LAKE, Range Conservationist, Targhee NF, to Supervisory Range Conservationist, Mountain City RD  
TERESA HANEY, Dispatcher, Gallatin NF, to Support Services Specialist, Ruby Mountain RD

## Promotion in Place

DIANE BRADY, Support Services Specialist, Mountain City RD

## MANI-LASAL NATIONAL FOREST

### Appointments

JIM AGNEW, Geologist, SO  
LAURO GARCIA, Civil Engineer Trainee, SO  
CHRISTY WRIGHT, Resource Clerk, Price RD  
DEBORAH EVANS, from seasonal to career conditional Computer Clerk, SO

## Promotions

JAMES T. WILLIAMS, Forestry Technician, from Nezperce NF to Moab RD  
BRUCE ROBERTS, Fisheries Biologist  
CHARLENE McDUGALD, Support Services Specialist, Price RD

## Transfers

RAYMON CARLING, Ogden RD to Monticello RD  
DEBORAH JOHNSON, Geologist, Monticello RD, to Sheridan, Montana

## PAYETTE NATIONAL FOREST

### Appointments

TONIA JORGENSEN, Clerk Typist (Worker Trainee), SO  
HOLLY BECKER, Forestry Technician, Council RD  
JENNIFER BLAKE, Forestry Technician, Krassel RD  
SARAH LAU, Civil Engineer, SO

## Promotions In Place

ISAAC MARTINEZ, Forestry Technician, Council RD (from temporary to career conditional)  
STEVE WATERS, Forestry Technician, Dispatch/Smokejumpers

## Reassignment

LINDA CRAWLEY, Information Receptionist, SO, to Information Receptionist, Council RD

## SALMON NATIONAL FOREST

### Reassignment

JUDITH MEYERS, Payroll Clerk, SO, to Accounting Technician, SO

## Promotion

BRECK HUDSON, Forestry Technician, Cobalt RD, to Lead Forestry Technician, Cobalt RD

## Promotion in Place

DAVID SABO, Lead Forestry Technician, Cobalt RD

## SAWTOOTH NATIONAL FOREST

### Appointment

CLIFFORD DORR, Forestry Technician, Sawtooth NRA

## Promotions

JERRY GIBBONS, Support Services Supervisor, Fairfield RD, to Budget Officer, SO  
ARLENE FIELDS, Budget and Accounting Analyst, Boise NF, to Administrative Officer, Sawtooth NF

## Reassignment

ROBERT OLSON, Fisheries Biologist, Sawtooth NRA, to Chugach NF (Alaska)

## Retirement

LEW MARTINDALE, Range Conservationist, Burley RD

## TARGHEE NATIONAL FOREST

### Appointment

CORNELIA HURST, Clerk Typist, Dubois RD

## Promotions

KIMBERLY NIELSON, Communications Technician, Willamette NF, to Communications Specialist, SO  
JOE PULLMAN, Supervisory Forestry Technician, SO, to Forestry Technician, SO

## Promotions in Place

JERI TAVENNER, Support Services Supervisor, Dubois RD

MAUREEN MCBRIEN, Land Use Planning Specialist, SO

## Transfer Out

MARY B. MOON, Clerk Typist, Dubois RD, to Clerk Typist, Agricultural Research Station

## TOIYABE NATIONAL FOREST

### Appointments

MICHAEL GAFFNEY, Supervisory Forestry Technician, Bridgeport RD

MERVIN LENT, Supervisory Forestry Technician, Bridgeport RD

DIANE TAFOYA, Geologist, Austin RD

STEPHEN COBB, Forestry Technician, Las Vegas RD

MARILYN MUSE, Information Receptionist, Bridgeport RD

## Promotions in Place

CARMEN FUNSTON, Personnel Officer, SO

RODNEY CASSIDY, Ecologist, Tonopah RD

## Reassignments

WILLIAM BASS, Student Trainee, Carson RD, to Student Trainee, Austin RD

HELEN FRAZIER, Forestry Technician, Ashley NF, to Forestry Technician, SO

ROBERT PINTO, Forestry Technician, Carson RD, to Forestry Technician, Las Vegas RD

MARIA GREVSTAD, Information Assistant, SO, to Public Affairs Specialist, SO

## Resignation

CATHERINE HILL, Resource Clerk, Las Vegas RD

## Promotions in Place

THOMAS FROLI, Range Conservationist, Austin RD

PAULA BUSCH, Support Services Supervisor, Carson RD

## UINTA NATIONAL FOREST

### Appointment

DAVID HATCH, Landscape Architect, SO  
CAROL NUNN, Biological Technician, Spanish Fork RD  
CAROL JOHNSON, Civil Engineer, SO

## Promotions in Place

DEANNA NELSON, Ecologist, Spanish Fork RD  
DAVE GRIFFEL, Wildlife Biologist, Spanish Fork RD

## Reassignment

MARK SENSIABAUGH, Resource Forester, Umatilla NF, to Resource Assistant, Spanish Fork RD

## WASATCH-CACHE NATIONAL FOREST

### Promotion

BARRY BURKHART, Geologist, from Custer NF, R-I

## Reassignment

RANDY WELSH, Ogden District Ranger, from Land Use Planner, Boise NF

# Obituary

DALE ROBINSON, retired Multi-Regional Fire Specialist in Region 4's State and Private Forestry Staff, died March 26 in Tempe, Arizona. A memorial service was held April 21 at the Community church in Prineville, Oregon.

A memorial fund has been established as follows:

Dale L. Robinson Memorial Fund  
%Smokey Bear and American Cowboy  
Unit Collection Office  
USDA Forest Service  
P.O. Box 3623  
Portland, OR 97208

Thelma (Dale's wife) resides at 64141 Tumalo Rim Drive; Bend, Oregon 97701.

# HISTORY

## Final Resting Place

*Friends and Physytions could not save  
This mortal lovely boddy from the grave  
Nor can the grave confine it here  
When God commands it to appear*

*For tho it was her lot to die  
Here a mong the mountains high  
Yet when Gabriels trump shall sound  
Among the blessed she will be found*

*And while she rests beneath this tree  
May holy angels wach and see  
That naught dis turbs hir peaceful clay  
Until the dawning of that day*



*This is the site of Elizabeth Paul's gravesite. On July 27, the 128th anniversary of her death and burial will be commemorated at a sign dedication on the Kemmerer Ranger District of the Bridger-Teton National Forest.*

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